



FAQ on Staff Performance Ratings

1. **Last year the spreadsheet data posted on the Evaluation webpage included percentages and graphics. Why aren't those included this year?**

Because the DOE-ER collection closed just two weeks ago, the DOE has not completed analysis of the data. As DOE completes a detailed analysis of the data, that analysis will be released. Additionally, historic and current evaluation data will be displayed on COMPASS for state, school corporation and school results and graphics within the next few weeks.

2. **Are assistant principals and assistant superintendents included in the statewide totals on Tab 1?**

Individuals identified as serving in the roles of assistant principal and assistant superintendent are included in the principal and superintendent evaluation rating totals.

3. **What does the content area data on Tab 4 represent?**

HEA 1388 requires evaluation data to be reported by content area on a teacher's *initial* license. Initial license content area data was collected by schools and school corporations from their teachers and submitted to DOE on the DOE-SPN School Personnel Number (SPN) report in Oct-Nov 2014. Due to the high number of potential content areas from which to select, related content areas were grouped to simplify the data collection at the LEA level. Evaluation results were linked to initial license content data by teacher SPN. This data represents content areas on initial licenses; this data does not represent the content area(s) an educator is currently teaching or the area(s) in which a teacher was evaluated.

4. **What does the institutional data in Tab 5 represent?**

Tab 5 represents the teacher preparation institution where a teacher completed requirements for the teacher's initial license. The teacher preparation institution of initial licensure data was collected by schools and school corporations from their teachers and submitted to DOE on the DOE-SPN data collection in Oct-Nov. 2014. Evaluation results were linked to teacher preparation institution data by teacher SPN. The preparation programs completed at these institutions may be traditional undergraduate programs, Transition to Teaching programs, MAT programs, or other approved alternative licensure programs.

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5. On Tab 6, how were evaluation results for teachers with 1-3 years of experience linked to teacher preparation institutions?

School and school corporations report to the DOE the years of experience of each teacher by teacher SPN on a report called the DOE-CE. Teachers with 1-3 years of reported experience were sorted by SPN. The evaluation results for those teachers were linked by SPN to the teacher preparation institution where a teacher reported completing requirements for the teacher's initial license (shown in Tab 5). Data for teachers who were reported to be completing their 1st, 2nd and 3rd years of experience in 2013-14 can be found on Tabs 7,8, and 9. Evaluation data was linked to those teachers by SPN. The preparation programs completed by teachers at these institutions may be traditional undergraduate programs, Transition to Teaching programs, MAT programs, or other approved alternative licensure programs.

6. How were the school retention rates displayed in Tab 10 calculated?

The retention rate was calculated by taking the sum of educators reported in a particular school building for 2012-13 and 2013-14 and dividing that number by the number of educators who were reported in that school building for 2012-13. The retention rate displayed is for the 2013-14 school year. Keep in mind that retention rates by school may be lower than the retention rate of the corporation due to teachers that moved to a different school within the same corporation.

7. Last year school accountability grades were displayed with each school and corporation's aggregate evaluation results. Is that data available this year?

The DOE has not yet completed analysis of the data, but more detailed analysis will be forthcoming. The DOE will be presenting additional analysis, including school evaluation data relative to school accountability grades, to the State Board of Education at its January 7, 2015 meeting. Additionally, within a few weeks COMPASS will include evaluation data on school and corporation data pages, which include school accountability grades.